

CITY OF LONG BEACH  
PERSONNEL AND CIVIL SERVICE  
COMMITTEE AGENDA

Gerrie Schipske, Chair  
Laura Richardson, Vice Chair  
Tonia Reyes Uranga, Member



TUESDAY, OCTOBER 10, 2006  
COUNCIL CHAMBER, 9:00 AM

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CALL TO ORDER

ROLL CALL

1. 06-0754 Recommendation to discuss and identify means to improve recruitment and retention of City employees.

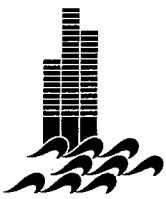
**Suggested Action:** Approve recommendation.

PUBLIC PARTICIPATION: Members of the public are invited to address the Committee

ADJOURNMENT

I, Gloria Harper, City Clerk Specialist, certify that the agenda was posted not less than 72 hours prior to the meeting *Gloria Harper* Date: 10/5/06

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06-0754

**Memorandum**  
**R-22**

**Date:** August 15, 2006

**To:** Honorable Mayor and Members of the City Council

**From:** Councilwoman Gerrie Schipske, Fifth District *G.S./J.J.*  
Councilmember Tonia Reyes Uranga, Seventh District *TRU*  
Councilmember Rae Gabelich, Eighth District *RG*

**Subject:** **AGENDA ITEM: Request the Personnel and Civil Service Committee to identify means to improve recruitment and retention of City employees**

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In September 2002, the Mayor and City Council directed the City Staff to eliminate a projected structural deficit of approximately \$102 million in the City's General Fund. The City's commitment to austerity has rewarded us with the elimination of the structural deficit and a balanced budget. This is a significant accomplishment that has drawn praise from throughout the nation.

Employees were asked to be a significant part of the solution by taking on increased workloads and making contributions to the cost of their benefits. The sacrifices that all our employees endure have opened the door for other cities to effectively recruit veteran public safety officers and experienced city staff from Long Beach. The City should also evaluate the issue of long-term permanent part-time employees who do not have access to group insurance benefits.

We would like to request that the Personnel and Civil Service Committee meet to consider the viability of the following employee programs:

- Tuition and Special Training Reimbursement
- Health Benefits for Permanent Part-Time Employees
- Unused Sick Time to purchase post-employment insurance

While we must remain vigilant and refrain from spending beyond our means, we feel that the City must continually seek ways to remain competitive by offering reasonable compensation and benefits. These modest employee benefits may improve employee morale and enhance the City's ability to attract and retain the best talent available.

**Recommendation:** **Request the Personnel and Civil Service Committee to meet with City Management to review and make recommendations on employee benefits programs.**